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May 2004 Job Opening Survey

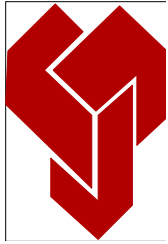
Governor's Conference on Workforce Development

October 7, 2004

Metropolitan Information & Data Analysis Services

Public Policy Research Center

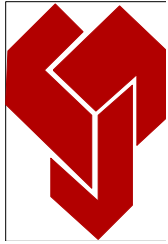
University of Missouri-St. Louis



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Presentation Outline

- * WIS Overview
- * May 2004 Labor Demand Survey Results
- * WIS Features Review
- * WIS Uses
- * Questions and Answers

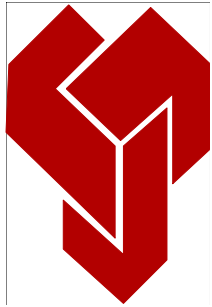


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May 2004 Job Opening Survey

Results Summary:

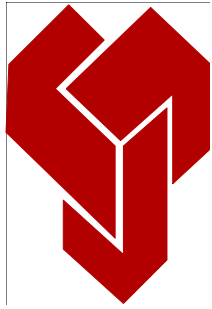
- * Regional survey summary
- * Labor market conditions
- * Market for experienced and entry-level workers
- * Industries with the most openings



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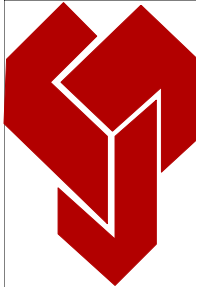
- **WIS Goals**

- Provide workforce strategic planning information
- Provide more timely and consistent information
- Provide geographic specific data and information
- Increase Accessibility through Web-based system
- Provide workforce applied research
- Provide workforce development system information



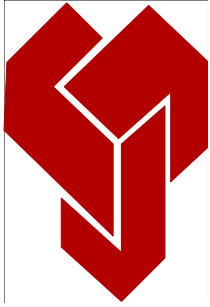
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- **WIS Basics and Concept**
 - Primary occupation demand information
 - Industry and sector demand information
 - Mapping capability
 - Employer database
 - Industry and Occupation crosswalk
 - Labor force-related economic data



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- **Workforce Information System Users**
 - Six Workforce Investment Boards
 - Regional and local planning initiatives
 - Training and employment organizations
 - Education institutions
 - Employers
 - Economic development organizations
 - Labor unions
 - Individuals



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WIS Primary Data Collection

Semi-annual survey of local industry: May & Oct.

Sample size approximately 2500

12 county survey coverage

100% survey of companies with 250+ employees

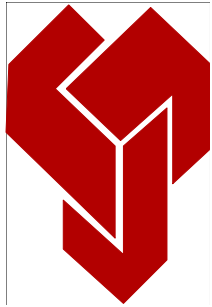
Scientific random sample of less than 250

Survey Strata:

Company Size

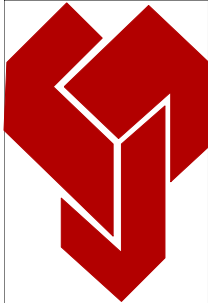
Industry

County



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- **WIS Survey Process**
 - Survey method determined by company size
 - Job openings for one week period
 - 30 day collection period
 - 45 day data analysis period
 - Post on web site
 - Conduct applied research



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- **WIS Survey Data**
 - Survey Response Rate 250+: 25-28%
 - Survey Response Rate 5 - 249: 81%
 - Code Job Openings to SOC
 - Develop Estimation Weights
 - Calculate Estimated Job Openings
 - Analyze Results
 - Write Report and Post on Web Site

Estimated Job Openings by Industry October 2003 and May 2004

	HealthCare & Social Assistance	7,701	9,866	2,165	26.8% of May 2004 Total Openings
	Retail Trade	4,822	5,016	194	
	Accommodation & Food Services	3,644	5,405	1,761	
	Real Estate & Rental & Leasing	1,982	1,883	-99	
	Construction	1,955	1,364	-591	
	Transportation & Warehousing	1,470	586	-884	27.5% of October 2003 Total Openings
	Finance & Insurance	1,317	1,917	600	
	Other Services (except Public Administration)	1,161	2,276	1,115	
	Professional, Scientific, & Technical Services	868	898	30	
	Wholesale Trade	750	1,004	254	
230.2% growth	Manufacturing	646	2,133	1,487	
	Educational Services	582	1,365	783	
	Admin. & Support & Waste Manage. and Remed.	362	1,087	725	
200.3% growth	Information	281	552	271	
	Arts, Entertainment, & Recreation	240	1,068	828	
345.0% growth	Public Administration	202	338	136	
	Management of Companies & Enterprises	16	**	-16	
	Utilities	12	**	-12	
	Agriculture, Forestry, Fishing & Hunting	**	24	24	
	Mining	**	**	**	
	Total	28,011	36,782	8,771	



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Estimated Job Openings by County October 2003 and May 2004

Estimated job openings by County October 2003 and May 2004			
County	Oct-03	May-04	Change
St. Louis County, MO	16,462	21,732	5,270
St. Louis City, MO	3,448	6,477	3,029
St. Charles County, MO	2,918	2,429	-489
Madison County, IL	2,007	1,614	-393
St. Clair County, IL	1,319	1,625	306
Jefferson County, MO	1,053	1,675	622
Franklin County, MO	410	834	424
Lincoln County, MO	159	148	-11
Warren County, MO	98	130	32
Clinton County, IL	70	21	-49
Monroe County, IL	55	54	-1
Jersey County, IL	12	43	31
Total	28,011	36,782	8,771

97.1% of October 2003 Total Openings

103.0% growth

258.3% growth

96.7% of May 2004 Total Openings



Estimated Job Openings by Required Education October 2003 and May 2004

63.0% Total
October 2003
Total
Openings

58.9% of
May 2004
Total
Openings

Education Required	Oct-03	May-04	Change
No Education	1,013	1,617	604
Some High School	9,391	6,246	-3,145
High School Diploma	7,251	13,816	6,565
2-year Associates Degree	2,079	1,628	-451
4-Year College Degree	2,152	3,782	1,630
Graduate or Professional Degree	235	742	507
Professional Certification	2,514	2,724	210
Technical and Special Certification	1,253	956	-297
Other*	2,123	5,271	3,148
Total	28,011	36,782	8,771

*Includes Other, Don't Know/Not Sure and Refused to Answer

215.7%
growth



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Estimated Job Openings by Required Experience October 2003 and May 2004

Experience Required	Oct-03	May-04	Change	
< 1 year or No Experience	18,035	20,478	2,443	
1-3 years	6,312	10,589	4,277	
4-10 years	901	2,545	1,644	← 182.5% growth
10+ years	198	57	-141	
Other*	2,565	3,113	548	
Total	28,011	36,782	8,771	

*Includes Other, Don't Know/Not Sure and Refused to Answer

October 2003 Entry-Level 64.4%

May 2004 Entry-Level 55.7%

October 2003 Experienced 26.5%

May 2004 Experienced 35.9%



Estimated Job Openings by Required Reading and Math Skills October 2003 and May 2004

70.6% October 2003
Total Job Openings

61.3% October 2003
Total Job Openings

Skills required	Reading		Math	
	Oct-03	May-04	Oct-03	May-04
No Skills Required	3.9	4.2	12.8	13.9
< 10th grade	14.0	9.2	14.3	10.7
10th grade	20.8	22.5	20.6	26.7
>10th grade	49.8	46.3	40.7	31.9
Other*	11.5	17.7	11.7	16.9
Total	100.0	100.0	100.0	100.0
*Includes Other, Don't Know/Not Sure and Refused to Answer				

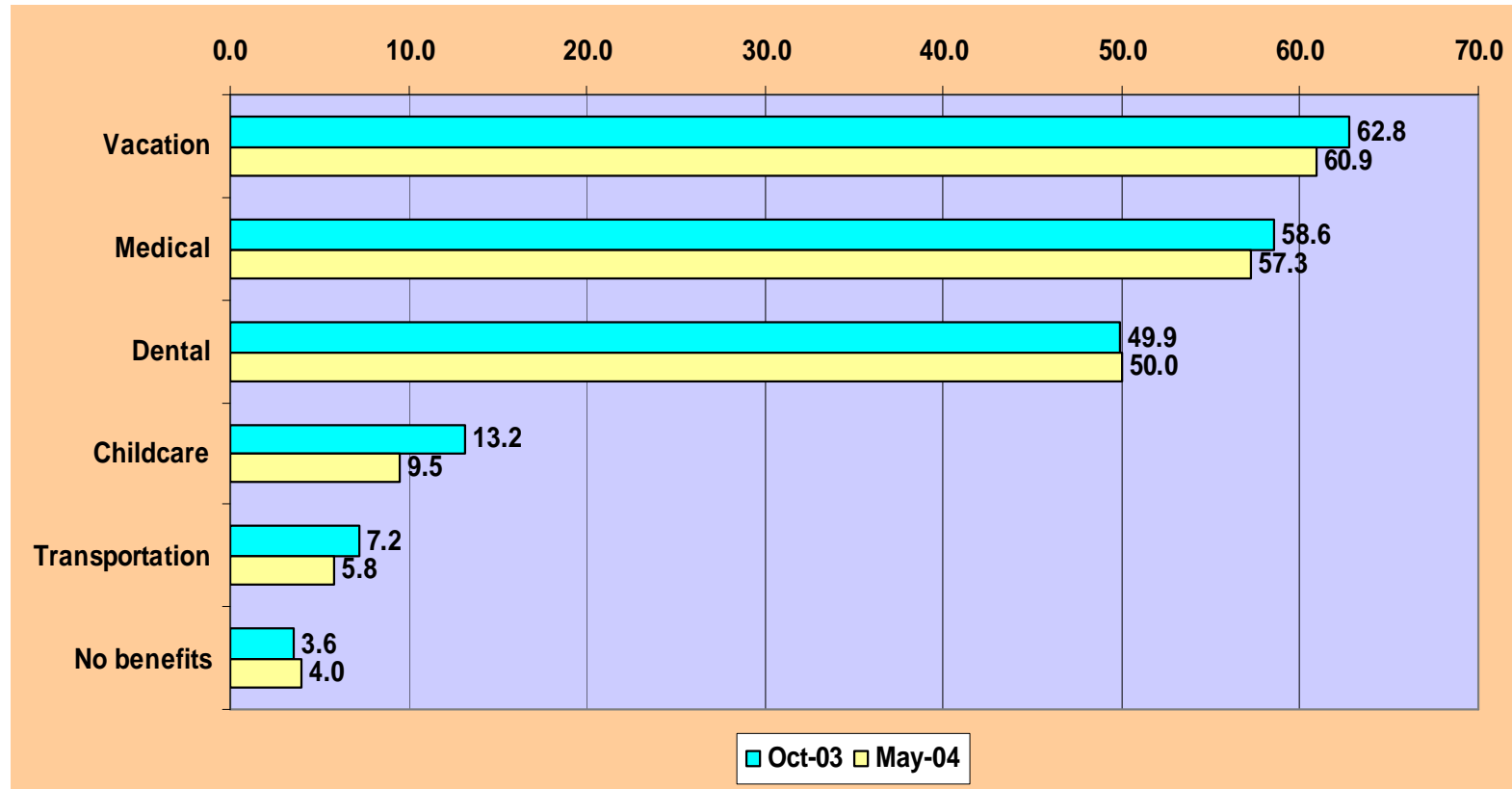
58.5% May 2004
Total Job Openings

68.8% May 2004 Total
Job Openings

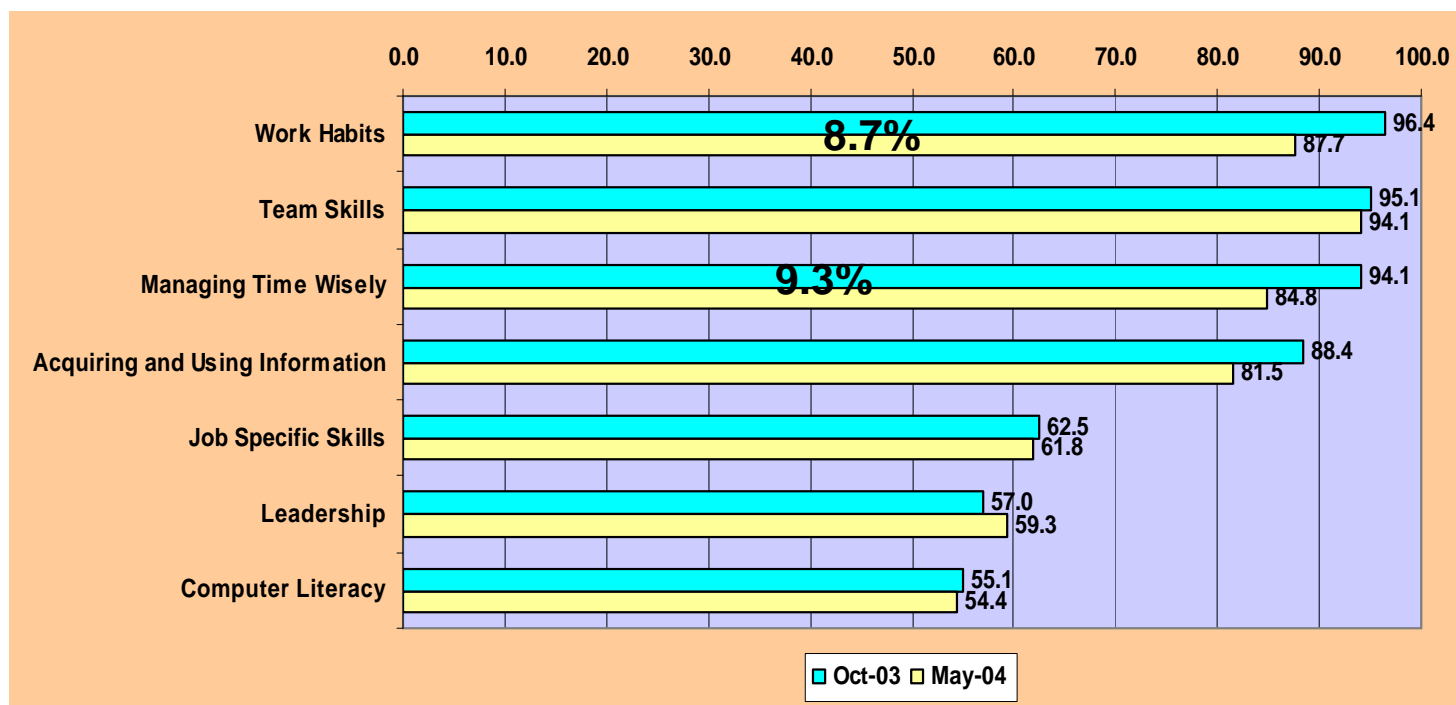


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Estimated Job Openings by Benefits offered October 2003 and May 2004

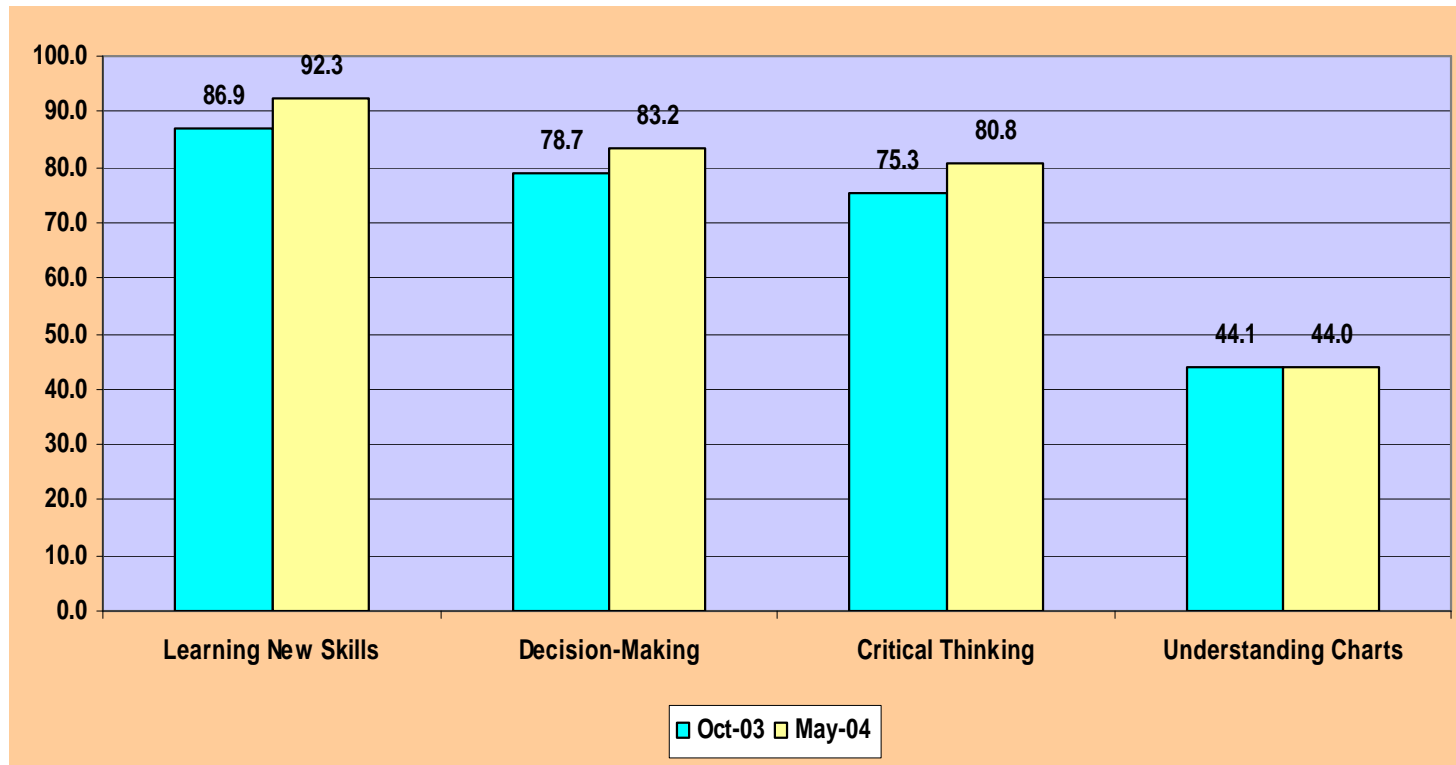


Estimated Job Openings by Workplace Competencies Rated as Important October 2003 and May 2004



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Estimated Job Openings by Thinking Skills Rated as Important October 2003 and May 2004



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Estimated Job Openings by Difficulty Finding Applicants October 2003 and May 2004

	Entry-Level		Experienced	
	Oct-03	May-04	Oct-03	May-04
No Difficulty	30.9	39.3	14.9	13.2
Some Difficulty	60.6	53.4	52.3	61.1
Great Difficulty	8.1	6.5	27.0	24.8
Other*	0.4	0.7	5.8	0.9
Total	100.0	100.0	100.0	100.0
*Don't Know/Not Sure				


May 2004
85.9%

October
2003
79.3%




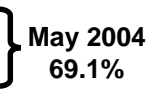
Estimated Job Openings by Applicants Skills and Job Requirement Match October 2003 and May 2004

Skill Match	Oct-03	May-04
Very Well	2.6	1.5
Well	17.6	10.3
Somewhat	50.9	42.5
Very Little	21.5	26.6
Not At All	4.0	16.7
Other*	3.4	2.5
Total	100.0	100.0
*Don't Know/Not Sure		



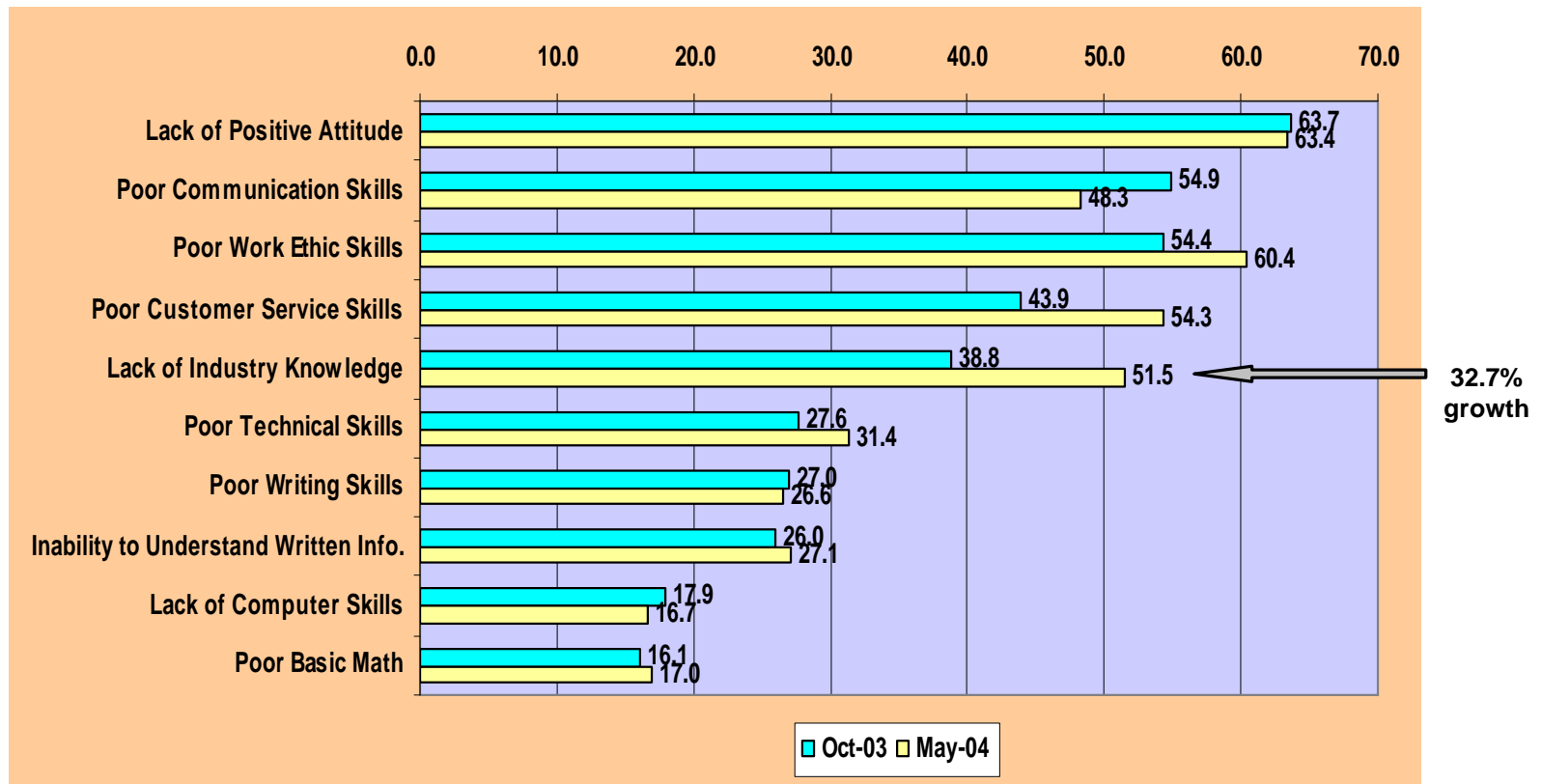
October 2003
72.4%


318.6% growth


May 2004
69.1%



Estimated Job Openings by Shortcoming of Applicants October 2003 and May 2004



Estimated Job Openings by Industry May 2004

41.6% Total
Openings

74.6% Entry-Level
Openings

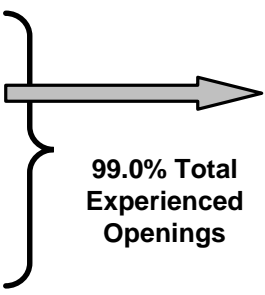

Industry	Entry	Experienced	Other	Total
HealthCare and Social Assistance	4,477	3,506	1,883	9,866
Accommodation and Food Services	4,251	862	292	5,405
Retail Trade	3,037	1,668	311	5,016
Real Estate and Rental and Leasing	1,599	284	0	1,883
Other Services (except Public Administration)	1,083	1,168	25	2,276
Finance and Insurance	838	1,027	52	1,917
Construction	785	422	157	1,364
Arts, Entertainment, and Recreation	734	330	4	1,068
Manufacturing	685	1,304	144	2,133
Educational Services	661	528	176	1,365
Admin. & Support & Waste Manage. and Remed. Svcs	614	473	0	1,087
Wholesale Trade	442	528	34	1,004
Professional, Scientific, and Technical Services	478	408	12	898
Information	284	262	6	552
Transportation and Warehousing	263	318	5	586
Public Administration	239	87	12	338
Agriculture, Forestry, Fishing and Hunting	8	16	0	24
Management of Companies and Enterprises	**	**	**	**
Mining	**	**	**	**
Utilities	**	**	**	**
Total	20,478	13,191	3,113	36,782

95.9% Total
Openings



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Estimated Job Openings by County May 2004

County	Entry-Level	Experienced	
St. Louis County	11,477	8,045	 <p>99.0% Total Experienced Openings</p>
St. Louis City	3,440	2,524	
Jefferson County	1,589	52	
St. Charles County	1,172	1,013	
Madison County	1,104	479	
St. Clair County	1,032	573	
Franklin County	401	372	
Lincoln County	112	36	 <p>98.7% Total Entry-Level Openings</p>
Warren County	78	52	
Jersey County	43	0	
Clinton County	21	0	
Monroe County	9	45	
Total	20,478	13,191	<p>7.4% difference of experience required.</p>



Estimated Job Openings by Required Education May 2004

Education Required	Entry-Level	Experienced
HS or Less	14,414	6,266
AA Degree to Graduate	2,063	3,522
Prof./Tech./Spec. Certification	1,088	1,888
Other*	2,913	1,515
Total	20,478	13,191

* Includes Other, Don't Know/Not Sure and Refused to Answer.

70.4% Entry-Level Openings

15.4% Entry-Level Openings

47.5%
Experienced
Openings

41.0%
Experienced
Openings



Estimated Job Openings by Required Reading and Math Skill May 2004

Skills required	Reading		Math	
	Entry-Level	Experienced	Entry-Level	Experienced
No Skills Required	1,090	463	3,238	1,878
< 10th grade	2,870	393	3,185	739
10th grade	5,635	2,551	7,205	2,359
>10th grade	7,853	8,436	4,039	6,935
Other*	3,030	1,348	2,811	1,280
Total	20,478	13,191	20,478	13,191

*Includes Other, Don't Know/Not Sure and Refused to Answer.

↓

65.9% Total Entry-Level Openings

↓

83.3% Total Experienced Openings

↗

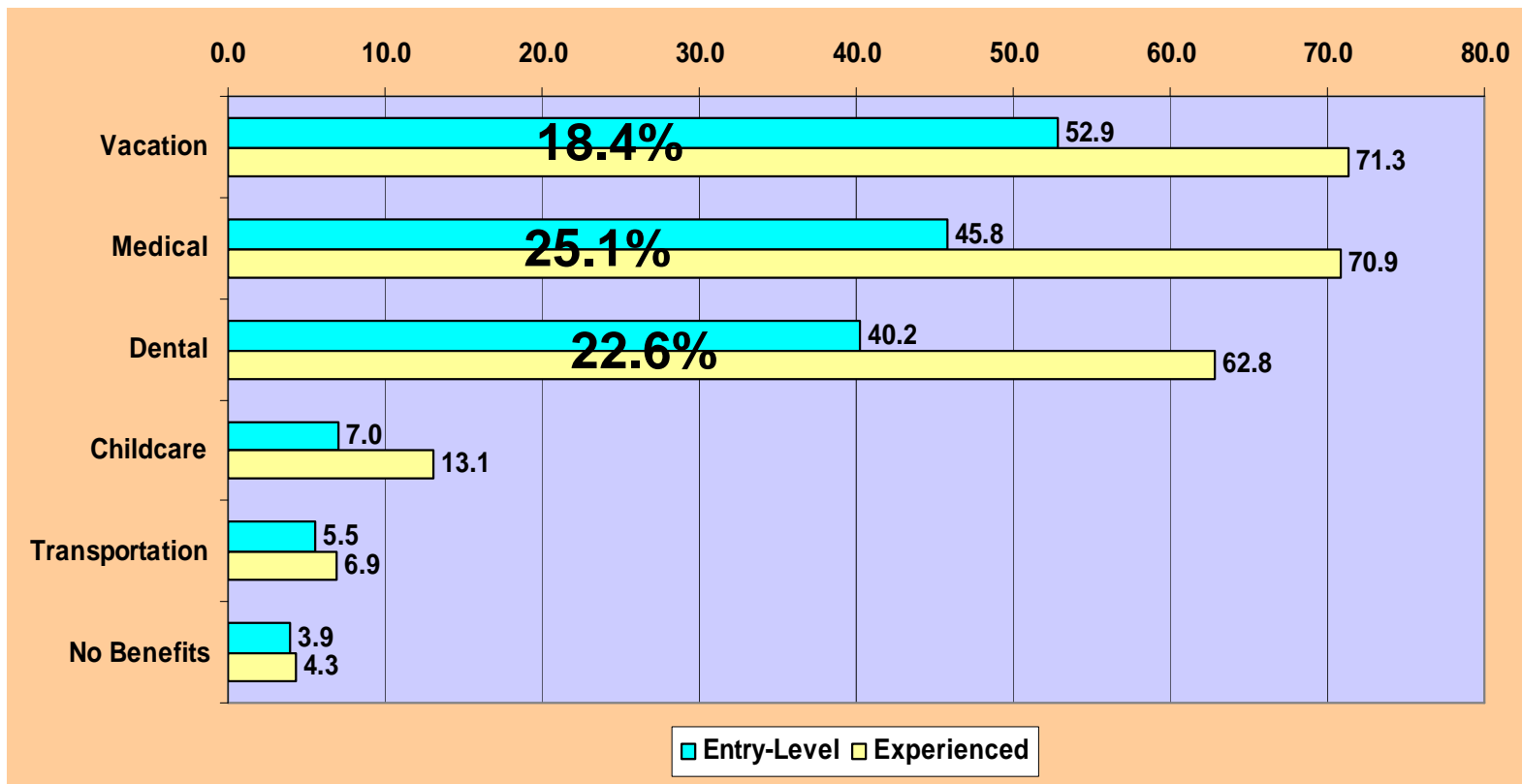
35.2% Total Entry-Level Openings

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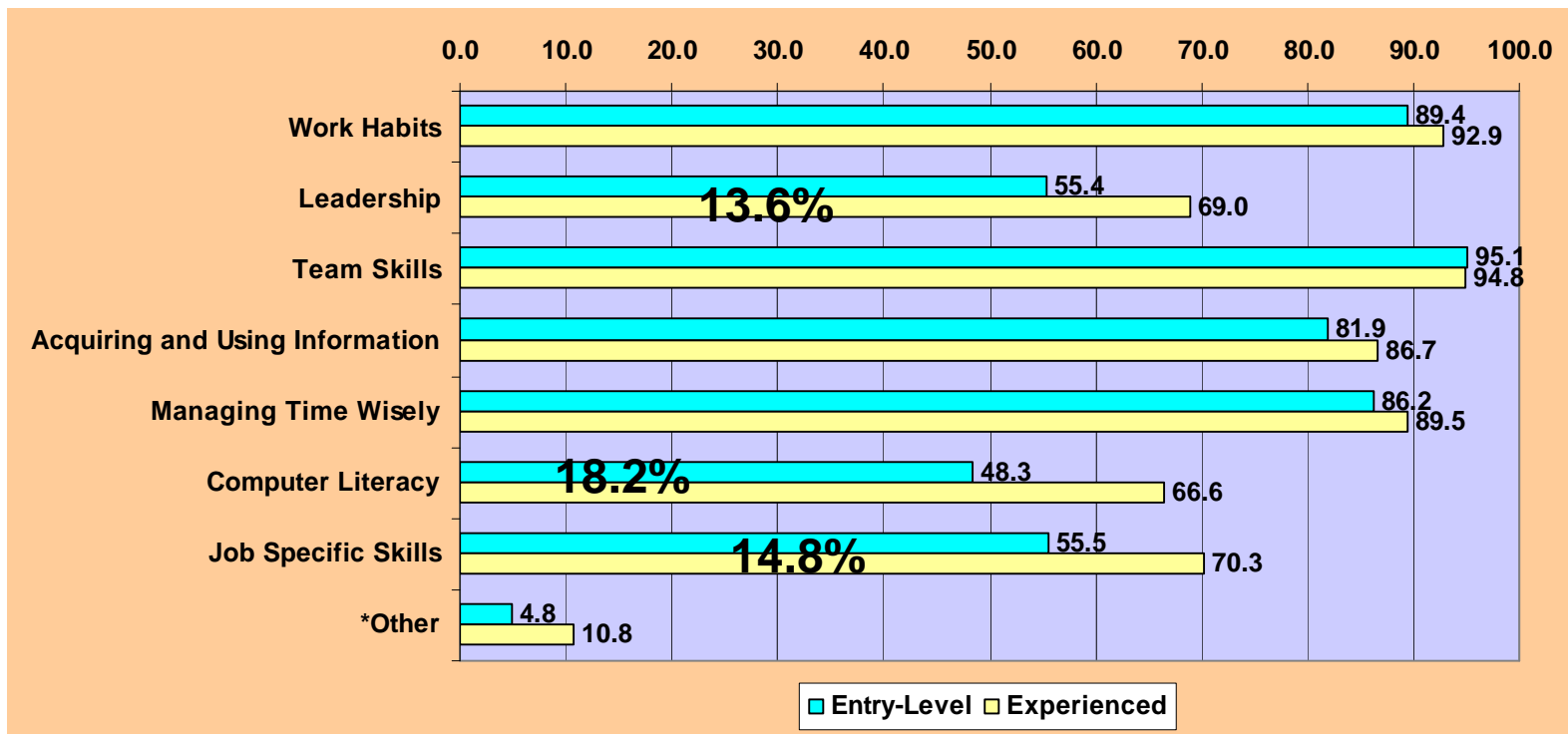
52.6% Total Experienced Openings



Estimated Job Openings by Benefits offered May 2004

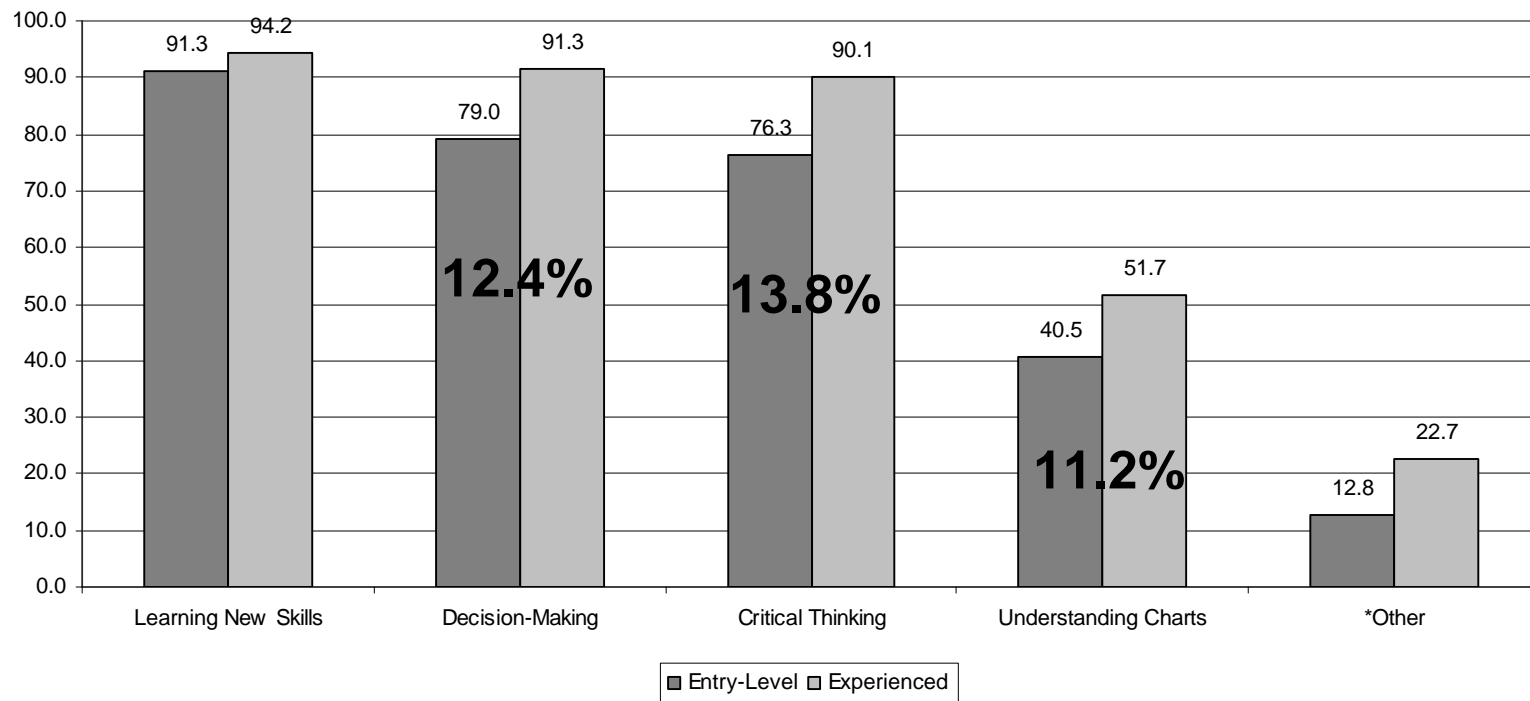


Estimated Job Openings by Workplace Competencies Rated as Important May 2004



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Estimated Job Openings by Thinking Skills Rated as Important May 2004



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Estimated Job Openings by Difficulty Finding Applicants May 2004

Difficulty Finding	Entry-Level	Experienced	
No Difficulty	39.3	13.2	← 26.1%
Some Difficulty	{ 53.4	{ 61.1	
Great Difficulty	{ 6.5	{ 24.8	← 18.3%
Other*	0.7	0.9	
*Don't Know/Not Sure			

59.9% Total Entry-Level Openings

85.9% Total Experienced Openings



Estimated Job Openings by Applicants Skills and Job Requirement Match May 2004

Skill Match	Entry-Level	Experienced
Very Well	0.8	2.5
Well	7.4	14.3
Somewhat	42.0	41.7
Very Little	28.9	23.8
Not At All	19.7	13.3
Other*	1.1	4.3
	100.0	100.0
*Don't Know/Not Sure		

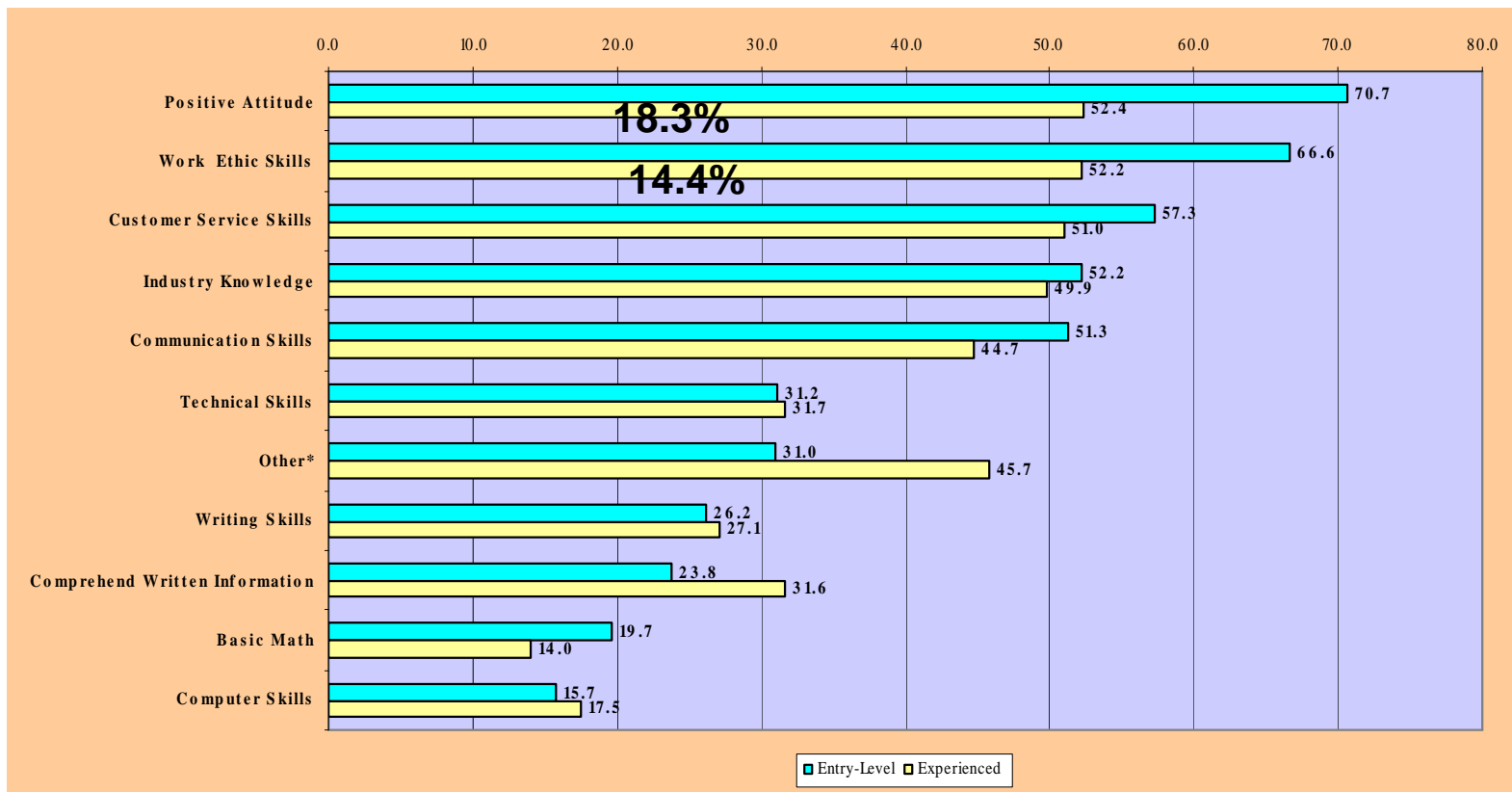
70.9% Total Entry-Level Openings

65.5% Total Experienced Openings

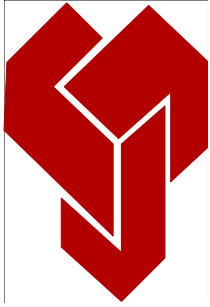


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Estimated Job Openings by Shortcoming of Applicants May 2004



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Conclusions

- * Increase in Total Job Openings is sign of improved economy
- * Increase in Job Openings for Experienced Workers is strong indicator
- * Survey indicates Skills shortage
- * “ Hard” *and* “ Soft” Skills are needed
- * Employers having Difficult time finding qualified workers
- * Considerable Mismatch between job requirements and applicant skills